

PRE-INCUBATION AGREEMENT

This Pre-Incubation Agreement ("Agreement") is made and entered into as of September 7, 2025, by and between:

SILLK LLC, hereinafter referred to as ("Initiating LLC"),

and

[Future LLC Name TBD], a limited liability company to be legally formed and registered at a later date ("Incubated Entity").

WHEREAS, the Initiating LLC intends to assist in the early-stage development of a new, independent, sister-level business entity that is to be formed for the purpose of producing visual media content;

NOW, THEREFORE, the parties agree as follows:

1. Purpose

The purpose of this Agreement is to establish that the Initiating LLC is formally incubating and financially supporting the early-stage development of a new business that will provide employment services, including recruitment, staffing, HR outsourcing, and related workforce solutions. This future business, currently unnamed, will focus on delivering comprehensive employment placement, temporary and permanent staffing, and HR management support for clients.

2. Financial Support and Use of Company Resources

2.1. The Initiating LLC authorizes the use of its company bank account and financial instruments (including debit or credit cards) to support pre-formation activities, which may include:

- Subscriptions or platform fees
- Equipment purchases
- Licensing, marketing, and promotional spend
- Travel and production-related expenses

2.2. All such expenses shall be logged, recorded, and tracked for accounting purposes.

2.3. Upon the formation of the Incubated Entity, a financial transfer ledger or IOU record may be established if the Initiating LLC desires reimbursement, equity conversion, or long-term interest.

3. Ownership and Intent to Form

3.1. The Initiating LLC declares its intent to facilitate the legal formation of the Incubated Entity, and to support its operations as an independent sister company.

3.2. The Incubated Entity shall operate in the employment and workforce management services space, structured for lawful revenue generation and expansion.

4. Governance

This agreement shall be interpreted as an internal resolution and operational directive of the Initiating LLC. It is not an agreement with any outside party. No rights shall vest in the Incubated Entity until it is legally formed.

5. Signatures

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first written above.

AUTHORIZED REPRESENTATIVE of the INITIATING LLC:

GIRCHH

Managing Director

For and on behalf of **SILK LLC**

September 7, 2025

A handwritten signature in blue ink, appearing to be 'Girchh', with a stylized, wavy line extending from the end.